

# **Equality impact assessment form**

**Communities and Place**

**Structures and Traffic and Transportation**

**A52 Wyvern Transport Improvements – replacement  
of Meadow Lane foot and cycle bridge.**

**April 2019**

**Phill Massey**

**Decision of Cabinet, Personnel Committee or Chief  
Officer Group**

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Derby City Council



## **Equality impact assessment – please read this section first before you do the assessment**

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact you need to do an equality impact assessment whenever a decision is needed that affects people and **before** that decision is made.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have '**due regard**' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a '**relevant protected characteristic**' and people who don't.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender identity
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

This completed form should be attached to any Chief Officer Group, Cabinet or Personnel Committee report to help elected members make their decisions by taking the equality implications into account. Equality impact assessments **must be done before** decisions are made. Include the Cabinet or Personnel Committee's decision on the front sheet when you know it.

You'll find that doing these assessments will help you to:

- understand your customers' and communities needs
- develop service improvements
- improve service satisfaction
- demonstrate that you have been fair and open and considered equality when working on re-structuring
- make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Don't do the form by yourself, get a small team together and make sure you include key people in the team such as representatives from our Diversity Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment. Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You'll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you'll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you may have found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website.** It is a public document so must not contain any jargon and be easy to understand.

Remember, we need to do these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010.

## **Equality groups and protected characteristics**

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants...

- Age equality – the effects on younger and older people
- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties, people living with autism and people with physical impairments
- Gender identity – the effects on trans people
- Marriage and civil partnership equality
- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers
- Race equality – the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community
- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers and employees
- Sex equality – the effects on both men and women and boys and girls
- Sexual Orientation equality – the effects on lesbians, gay men and bisexual people

## **Contact for help**

Ann Webster – Lead on Equality and Diversity

[ann.webster@derby.gov.uk](mailto:ann.webster@derby.gov.uk)

Tel 01332 643722 Minicom 01332 640666 Mobile 07812301144

## The form

We use the term ‘policy’ as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories...

- Organisational policies and functions, such as recruitment, complaints procedures, re-structures
- Key decisions such as allocating funding to voluntary organisations, budget setting
- Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays

If in doubt – it’s better and safer to do an Equality Impact Assessment than not to bother! You never know when we may get a legal challenge and someone applies for Judicial Review.

### What’s the name of the policy you are assessing?

A52 Wyvern Transport Improvements – replacement of the Meadow Lane foot and cycle bridge

### The assessment team

Team leader’s name and job title – Phill Massey, Team Leader Structures Design and Bridges

Other team members

Name	Job title	Organisation	Area of expertise
Steven Millington	Traffic Engineer	Derby City Council	Traffic Management
Tara McKenna	T & T Transport Planner	Derby City Council	Transport Planning
Diane Twigg	Project Support Officer	Derby City Council	Stakeholder communication
Vickie Brandom	Communications	Derby City	Communications

Name	Job title	Organisation	Area of expertise
	Manager	Council	
Tony Gascoigne	Group Manager	Derby City Council	Traffic and Transportation

**Step 1 – setting the scene**

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side tracked.

- 1 What are the main aims, objectives and purpose of the policy? How does it fit in with the wider aims of the Council and wider Derby Plan? Include here any links to the Council Plan, Derby Plan or your Directorate Service Plan.**

The A52 Wyvern Transport Improvements provides new and improved access for sustainable transport modes including a replacement foot and cycle bridge, providing a link across the A52 from Meadow Lane, Chaddesden into Wyvern.

‘A Different Council’ Our Council Plan 2016-2019 – the scheme supports the vision that Derby is a place where jobs and businesses are growing and we have the infrastructure to create a city for the future. It also supports the priority outcome:

- Improving housing, supporting job creation and regeneration.

The aim of the scheme is to improve access between residential areas adjacent to the A52 and Wyvern and Pride Park. The current foot and cycle bridge is not easy to use and needs to be changed to provide better access for disabled people, people using mobility scooters, cycles and pushchairs. The new bridge will have ramped approaches and a wider deck area, it will be lit and will have a direct link into the retail park. Spanning the A52 westbound slip road the new foot/cycle bridge will remove the need for a pedestrian crossing and the conflict and delays that this causes. The bridge will link to new 3 meter wide shared pedestrian and cycle routes on Wyvern Way and pedestrian and cycle crossing facilities at all junctions in Wyvern.

The existing footbridge is not compliant with the Equality Act 2010 and is below safety standards. It is a well-used pedestrian and cycle route, a survey undertaken in April 2015 recorded 125 people using the bridge in the AM weekday peak hour 8:00 to 9:00 AM.

Providing a robust cycle and pedestrian network has the following benefits assessed as part of the A52:

**Decongestion** – reduction in congestion, accident savings and improved local air quality resulting in a shift in mode of travel.

**Health** – including improvements in life expectancy and absenteeism directly attributed to the amount of additional active travel

**Ambience** – on the basis that having transferred to an active mode that users benefit from the experience of this.

## 2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?

The scheme is being delivered by Derby City Council in partnership with construction company Galliford Try. Derby City Council is responsible for stakeholder communication and managing the impact of the construction works on highway users, with support from Galliford Try to minimise impact, providing advice and support on the construction process.

The public were provided with information on the scheme in July and August 2015 at Sainsbury's on Wyvern, Chaddesden District Centre and at the Council House. Four consultation events were held where members of the A52 project team were available to talk through the scheme proposals and answer any questions. Events were held on different days/times and in various accessible locations, to enable as many people to attend as possible. If these times/dates were not suitable, we offered to arrange individual meetings to discuss the scheme.

We invited people to respond using an online survey or by completing a paper survey. 109 respondents completed the online survey and three sent in paper surveys. 72% of respondents were male and 28% female. 6% of respondents consider themselves to be a disabled person. No respondents were under 18 years of age, three were 18-24. The majority were aged 25-54, 33 were over 55.

In January 2019, we wrote to all residents living near the bridge to advise them of some changes to the bridge layout to accommodate accessible ramped approaches.

Once we have Cabinet approval to progress the A52 scheme including the planned demolition of the existing footbridge, we will need to provide information on:

- Dates for demolition of the existing footbridge
- the diversion route
- dates the replacement bridge will be open
- Details of any mitigation measures we have put in place

How we will communicate will be set out in the Communications Plan.

### **3 Who are the main customers, users, partners, employees or groups affected by this proposal?**



Subject to Cabinet approval, the Meadow Lane footbridge is scheduled to be demolished in May 2019. The new footbridge is expected to be operational by Spring 2020. Consequently, there will be no footbridge from Meadow Lane across the A52 into Wyvern, for approximately 1 year. The provision of a temporary footbridge was considered, however, it was not possible to provide a temporary structure in a suitable location on public highway.

Following demolition of the footbridge, planned in May 2019, pedestrians will be diverted to the Highfield Lane footbridge to cross the A52 and then along Chequers Road and Wyvernside. The diversion route is approximately 1 km from the Meadow Lane footbridge to the junction of Wyvernside/Wyvern Way (adjacent to Pizza Hut).

The scheme will affect those travelling between residential areas of Chaddesden and Wyvern and Pride Park. Those people using the foot and cycle bridge or living near the bridge will be most affected and the impact will be greatest on those who will find travelling the 1 km diversion difficult or impossible.

The footbridge is particularly busy on Derby County Football Club home games and we will work with the football club to provide advance warning the bridge is to be closed. We have considered alternative mitigation; however, as residents of Chaddesden have experienced difficulties with match day parking in residential streets for a number of years we would not want to encourage football fans to park in Chaddesden. We will discuss this issue with the football club.

If more people use the car rather than walk or cycle highway users on the A52 and other surrounding roads could experience additional delays to their journey.

## **Step 2 – collecting information and assessing impact**

- 4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.**

In 2015 we provided information on the scheme to stakeholders in advance of seeking planning approval. Planning approval including a replacement foot and cycle bridge was given in 2016. A design for the bridge is now complete and we have a better understanding of the construction programme. The existing footbridge will be removed at the end of the football season. Removal of the footbridge is necessary for construction of the new A52 slip roads and new bridge embankments, it will not be possible to replace the footbridge until this work is complete and highway users will be without this link until Spring 2020. Following demolition of the existing bridge and until we construct a new bridge, users will be diverted to next available link across the A52 - the footbridge on Highfield Lane.

**5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the policy on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. If it's negative, fill in the mitigation section as well to explain how you are going to lessen the impact.**

**Age**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
We need to keep all users informed and use different forms of communication.		X	Use a variety of communication methods including website, local and social media, signs and letter drops.
This group will be affected by the temporary removal of this link across the A52.		X	DCC to discuss travel issues on a case by case basis for those that are unable to travel the additional distance.  A diversion route to be signed using the Highfields Lane footbridge across the A52, this bridge has ramped

What do you already know?	Positive impact	Negative impact	Mitigation
			approaches.
This group will benefit from a new, accessible foot and cycle bridge across the A52 and improved links within Wyvern.	X		The new footbridge will be accessible and is an improvement to the existing facility.

## Disability

What do you already know?	Positive impact	Negative impact	Mitigation
Existing footbridge has steps, not currently suitable for wheel chair and mobility scooter users and so on	X		The new footbridge will be accessible and is an improvement to the existing facility.
This group will be affected by the temporary removal of this link across the A52.		X	<p>The existing footbridge has stepped approaches and will already impact on accessibility for this group. It is not clear how many people will be affected by closure of the footbridge. A52 Team to discuss travel issues on a case by case basis for those that will experience additional difficulties.</p> <p>We are liaising with football club to establish capacity for blue badge parking on match days.</p> <p>Diversion route includes a link across the A52 using the Highfields Lane footbridge which has ramped approaches.</p>

## Gender identity- trans

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
The new bridge will have positive benefits for this group.	<b>X</b>		The new footbridge will be accessible and is an improvement to the existing facility.
This group will be affected by the temporary removal of this link across the A52.		<b>X</b>	We will provide information on the timings of the works and the diversion route.

### **Marriage and Civil Partnership**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
The new bridge will have positive benefits for this group.	<b>X</b>		The new footbridge will be accessible and is an improvement to the existing facility.
This group will be affected by the temporary removal of this link across the A52.		<b>X</b>	We will provide information on the timings of the works and the diversion route.

### **Pregnancy and maternity**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
Closure of the existing footbridge will result in a diversion of up to 1km which would affect pushchair users and people walking with young children.		<b>X</b>	DCC to explore possibility of providing advice on a case by case basis for those that are unable to walk the additional distance.  Diversion route includes a link across the A52 using the Highfields Lane footbridge which has ramped approaches.
The new footbridge will be more accessible and	<b>X</b>		The new footbridge is accessible and is an

users will feel more secure in a lit, safer environment.			improvement to the existing facility.
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### Race

What do you already know?	Positive impact	Negative impact	Mitigation
The new bridge will have positive benefits for this group.	X		The new footbridge will be accessible and is an improvement to the existing facility.
This group will be affected by the temporary removal of this link across the A52.		X	We will provide information on the timings of the works and the diversion route.

### Religion or belief or none

What do you already know?	Positive impact	Negative impact	Mitigation
The new bridge will have positive benefits for this group.	X		The new footbridge will be accessible and is an improvement to the existing facility.
This group will be affected by the temporary removal of this link across the A52.		X	We will provide information on the timings of the works and the diversion route.

### Sex

What do you already know?	Positive impact	Negative impact	Mitigation
The new bridge will have positive benefits for this group.	X		The new footbridge will be accessible and is an improvement to the existing facility.
This group will be affected by the temporary removal of this link across the A52.		X	We will provide information on the timings of the works and the diversion route.

### Sexual orientation

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
The new bridge will have positive benefits for this group.	<b>X</b>		The new footbridge will be accessible and is an improvement to the existing facility.
This group will be affected by the temporary removal of this link across the A52.		<b>X</b>	We will provide information on the timings of the works and the diversion route.

**Important** - For any of the equality groups you don't have any information about, then make it an equality action at the end of this assessment to find out. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. You can get lots of information on reports done from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

**6 From the information you have collected, how are you going to lessen any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?**

We are going to inform highway users that we are removing the existing bridge as soon as we are able, we have planned a communications plan. We will provide this information using:

- Signage on the footbridge
- Letters to residents
- Article on the Newsroom
- Information at DCFC home games

Proposed shuttle service to be provided for those that are unable to walk the additional distance via Highfield Lane footbridge. Consideration to be given to how we identify and cater for these people.

**Step 3 – deciding on the outcome**

**7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?**

<b>Outcome 1</b>	<b>No major change needed</b> – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
<b>Outcome 2</b>	<b>Adjust the policy</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
<b>Outcome 3</b>	<b>Continue the policy</b> despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> <li>• sufficient plans to stop or minimise the negative impact</li> <li>• mitigating actions for any remaining negative impacts</li> <li>• plans to monitor the actual impact.</li> </ul>
<b>Outcome 4</b>	<b>Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome number(s)

**Outcome 3 in the temporary case.  
Outcome 1 in the permanent case.**

Why did you come to this decision?

In the longer term replacement of the existing foot and cycle bridge with a modern structure will provide significant accessibility benefits linking to wider improvements in Wyvern. During construction there will be disruption to highway users and this will impact some people more than others. In order to address this we will work with those individuals adversely affected to see what mitigation we can put in place.

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the policy. You also need to make sure that there are actions in the Equality Action Plan to lessen the effect of the negative impact. This is really important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is really important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

**Step 4 – equality action plan – setting targets and monitoring**

**8 Fill in this table with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals, once they have been implemented.**

**Equality Action Plan –setting targets and monitoring**

**Age**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>

**Disability**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>



<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>

**Gender identity - trans**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>

**Marriage and Civil Partnership**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>

**Pregnancy and maternity**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>

## Race

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>

## Religion or belief or none

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>

## Sex

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>

## Sexual orientation

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>

We can give you this information in any other way, style or language that will help you access it. Please contact us on: 01332 643722  
Minicom: 01332 640666

### Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku.

Prosimy o kontakt: **01332 643722** Tel. tekstowy: 01332 640666

### Punjabi

ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫੋਨ **01332 643722** ਮਿਨੀਕਮ 01332 640666 ਤੇ ਸੰਪਰਕ ਕਰੋ।

### Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č: 01332 643722 Minicom 01332 640666

### Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم **01332 643722** منی کام 01332 640666 پر ہم سے رابطہ کریں۔



Derby City Council